



# TSA's Pay Equity Plan

## Human Capital Community of Practice

January 31, 2023



# Components of TSA's Pay Equity Plan

- Matches minimum compensation levels with the General Schedule (GS).

TSA Pay Band	GS Equivalent
D	GS-05
E	GS-07
F	GS-09

TSA Pay Band	GS Equivalent
G	GS-11
H	GS-12
I	GS-13

TSA Pay Band	GS Equivalent
J	GS-14
K	GS-15
L	GS-15

- Provides a clear pathway for pay progression for all employees (less TSES), regardless of job title, related to their TSA work experience.
- Ensures that when setting an employee's base pay upon conversion, TSA credits the employee's length of service in their current pay band.
  - Base Pay is defined as an employees salary prior to any other pay (i.e. locality, LEAP, incentives, etc.).*
- Ensures that no employee will experience a loss in base pay upon conversion.
- Provides TSOs a non-competitive three-rung career ladder which is defined as entry at the D band, followed by a non-competitive promotion to the E band, and a second non-competitive promotion to the F band.



# Proposed New Pay Structure

Conversion Table for Pay Equity (Basic Pay) - 2023																				
Years in Band:	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	>=18	Within Band Increase Amounts
TSA Band	Step 1	Step 2	Step 3	Step 4	Step 4	Step 5	Step 5	Step 6	Step 6	Step 7	Step 7	Step 7	Step 8	Step 8	Step 8	Step 9	Step 9	Step 9	Step 10	
B	28,606	29,262	29,918	30,574	30,574	31,230	31,230	31,886	31,886	32,542	32,542	32,542	33,198	33,198	33,198	33,854	33,854	33,854	34,510	656
C	29,178	30,301	31,424	32,547	32,547	33,670	33,670	34,793	34,793	35,916	35,916	35,916	37,039	37,039	37,039	38,162	38,162	38,162	39,285	1,123
D	32,357	33,779	35,201	36,623	36,623	38,045	38,045	39,467	39,467	40,889	40,889	40,889	42,311	42,311	42,311	43,733	43,733	43,733	45,155	1,422
E	40,082	41,418	42,754	44,090	44,090	45,426	45,426	46,762	46,762	48,098	48,098	48,098	49,434	49,434	49,434	50,770	50,770	50,770	52,106	1,336
F	49,028	50,663	52,298	53,933	53,933	55,568	55,568	57,203	57,203	58,838	58,838	58,838	60,473	60,473	60,473	62,108	62,108	62,108	63,743	1,635
G	59,319	61,296	63,273	65,250	65,250	67,227	67,227	69,204	69,204	71,181	71,181	71,181	73,158	73,158	73,158	75,135	75,135	75,135	77,112	1,977
H	71,099	73,470	75,841	78,212	78,212	80,583	80,583	82,954	82,954	85,325	85,325	85,325	87,696	87,696	87,696	90,067	90,067	90,067	92,438	2,371
I	84,546	87,364	90,182	93,000	93,000	95,818	95,818	98,636	98,636	101,454	101,454	101,454	104,272	104,272	104,272	107,090	107,090	107,090	109,908	2,818
J	99,908	103,305	106,702	110,099	110,099	113,496	113,496	116,893	116,893	120,290	120,290	120,290	123,687	123,687	123,687	127,084	127,084	127,084	130,481	3,397
K	117,518	121,621	125,724	129,827	129,827	133,930	133,930	138,033	138,033	142,136	142,136	142,136	146,239	146,239	146,239	150,342	150,342	150,342	154,445	4,103
L	120,273	127,100	133,927	140,754	140,754	147,581	147,581	154,408	154,408	161,235	161,235	161,235	168,062	168,062	168,062	174,889	174,889	174,889	181,716	6,827

The required waiting periods for advancement to the next higher step in each band are exactly the same as the GS:

- Step 1 to step 2 - requires 52 weeks of creditable service in step 1
- Step 2 to step 3 - requires 52 weeks of creditable service in step 2
- Step 3 to step 4 - requires 52 weeks of creditable service in step 3
- Step 4 to step 5 - requires 104 weeks of creditable service in step 4
- Step 5 to step 6 - requires 104 weeks of creditable service in step 5
- Step 6 to step 7 - requires 104 weeks of creditable service in step 6
- Step 7 to step 8 - requires 156 weeks of creditable service in step 7
- Step 8 to step 9 - requires 156 weeks of creditable service in step 8
- Step 9 to step 10 - requires 156 weeks of creditable service in step 9

**\*Note: Salary table updated for the 2023 CEI.**



# TSA's Pay Equity Plan Pay Conversion Principles

- The majority of employees will benefit from pay conversion using their current time-in-band or current base pay. If an employee's current base pay is higher than what their new base pay would be based on time-in-band, the employee's pay will be set at the step within their pay band that is equal to or higher than their current base pay.
- In instances where certain "events" occurred (*e.g. breaks in service, recent promotions, certain demotions*) that would result in the employee not benefitting from pay conversion using their current time-in-band, TSA will use a cumulative time-in-band approach to ensure appropriate conversion.
  - The term "*cumulative time-in-band*" refers to applying time-in-band credit for employees that have a unique circumstance where using the current time-in-band would have a negative impact on their pay setting.
  - The term "*recent promotion*" refers to an employee that was promoted to a higher pay band within 3 years of the effective date of the implementation of the TSA Pay Equity Plan.
- In most cases, LTSOs and MTSO-STIs will be converted using the current time-in-band approach and then receive one additional step increase.



# Conversion Based on Current Time-in-Band

(Majority of TSA Employees)

John is an I band Transportation Security Inspector (TSI) and was promoted to this position in 2013, has 10 years time-in-band with a current base pay of \$72,353.

Based on John’s current time-in-band, he will be converted to an I band Step 7, with a new base pay of \$101,454.

Years in Band:	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	>=18	Within Band Increase Amounts
TSA Band	Step 1	Step 2	Step 3	Step 4	Step 4	Step 5	Step 5	Step 6	Step 6	Step 7	Step 7	Step 7	Step 8	Step 8	Step 8	Step 9	Step 9	Step 9	Step 10	
B	\$ 28,606	\$ 29,262	\$ 29,918	\$ 30,574	\$ 30,574	\$ 31,230	\$ 31,230	\$ 31,886	\$ 31,886	\$ 32,542	\$ 32,542	\$ 32,542	\$ 33,198	\$ 33,198	\$ 33,198	\$ 33,854	\$ 33,854	\$ 33,854	\$ 34,510	\$ 656
C	\$ 29,178	\$ 30,301	\$ 31,424	\$ 32,547	\$ 32,547	\$ 33,670	\$ 33,670	\$ 34,793	\$ 34,793	\$ 35,916	\$ 35,916	\$ 35,916	\$ 37,039	\$ 37,039	\$ 37,039	\$ 38,162	\$ 38,162	\$ 38,162	\$ 39,285	\$ 1,123
D	\$ 32,357	\$ 33,779	\$ 35,201	\$ 36,623	\$ 36,623	\$ 38,045	\$ 38,045	\$ 39,467	\$ 39,467	\$ 40,889	\$ 40,889	\$ 40,889	\$ 42,311	\$ 42,311	\$ 42,311	\$ 43,733	\$ 43,733	\$ 43,733	\$ 45,155	\$ 1,422
E	\$ 40,082	\$ 41,418	\$ 42,754	\$ 44,090	\$ 44,090	\$ 45,426	\$ 45,426	\$ 46,762	\$ 46,762	\$ 48,098	\$ 48,098	\$ 48,098	\$ 49,434	\$ 49,434	\$ 49,434	\$ 50,770	\$ 50,770	\$ 50,770	\$ 52,106	\$ 1,336
F	\$ 49,028	\$ 50,663	\$ 52,298	\$ 53,933	\$ 53,933	\$ 55,568	\$ 55,568	\$ 57,203	\$ 57,203	\$ 58,838	\$ 58,838	\$ 58,838	\$ 60,473	\$ 60,473	\$ 60,473	\$ 62,108	\$ 62,108	\$ 62,108	\$ 63,743	\$ 1,635
G	\$ 59,319	\$ 61,296	\$ 63,273	\$ 65,250	\$ 65,250	\$ 67,227	\$ 67,227	\$ 69,204	\$ 69,204	\$ 71,181	\$ 71,181	\$ 71,181	\$ 73,158	\$ 73,158	\$ 73,158	\$ 75,135	\$ 75,135	\$ 75,135	\$ 77,112	\$ 1,977
H	\$ 71,099	\$ 73,470	\$ 75,841	\$ 78,212	\$ 78,212	\$ 80,583	\$ 80,583	\$ 82,954	\$ 82,954	\$ 85,325	\$ 85,325	\$ 85,325	\$ 87,696	\$ 87,696	\$ 87,696	\$ 90,067	\$ 90,067	\$ 90,067	\$ 92,438	\$ 2,371
I	\$ 84,540	\$ 87,584	\$ 90,628	\$ 93,672	\$ 93,672	\$ 96,716	\$ 96,716	\$ 99,760	\$ 99,760	\$ 101,454	\$ 101,454	\$ 101,454	\$ 104,272	\$ 104,272	\$ 104,272	\$ 107,090	\$ 107,090	\$ 107,090	\$ 109,908	\$ 2,818
J	\$ 99,908	\$ 103,305	\$ 106,702	\$ 110,099	\$ 110,099	\$ 113,496	\$ 113,496	\$ 116,893	\$ 116,893	\$ 120,290	\$ 120,290	\$ 120,290	\$ 123,687	\$ 123,687	\$ 123,687	\$ 127,084	\$ 127,084	\$ 127,084	\$ 130,481	\$ 3,397
K	\$ 117,518	\$ 121,621	\$ 125,724	\$ 129,827	\$ 129,827	\$ 133,930	\$ 133,930	\$ 138,033	\$ 138,033	\$ 142,136	\$ 142,136	\$ 142,136	\$ 146,239	\$ 146,239	\$ 146,239	\$ 150,342	\$ 150,342	\$ 150,342	\$ 154,445	\$ 4,103
L	\$ 120,273	\$ 127,100	\$ 133,927	\$ 140,754	\$ 140,754	\$ 147,581	\$ 147,581	\$ 154,408	\$ 154,408	\$ 161,235	\$ 161,235	\$ 161,235	\$ 168,062	\$ 168,062	\$ 168,062	\$ 174,889	\$ 174,889	\$ 174,889	\$ 181,716	\$ 6,827





# Conversion Based on Current Base Pay

Jane is a G band Program Analyst and was hired by TSA in 2020 and her current base pay is \$66,120.

Based on Jane’s time-in-band she would be converted to a G band Step 4 with an annual base pay of \$65,250. However, prior to the TSA Pay Equity Plan, Jane’s base pay was \$66,120 which is higher than a G band Step 4. Therefore, Jane would be converted to a G band Step 5 (next higher step that is equal to or greater than current pay) and her new base pay would be set at \$67,227.

Conversion based on time-in-band

Years in Band:	<1	1	2	3 - 4	5 - 6	7 - 8	9 - 11	12 - 14	15 - 17	>=18	Within Band Increase Amounts
TSA Band	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
B	\$ 28,606	\$ 29,262	\$ 29,918	\$ 30,574	\$ 31,230	\$ 31,886	\$ 32,542	\$ 33,198	\$ 33,854	\$ 34,510	\$ 656
C	\$ 29,178	\$ 30,301	\$ 31,424	\$ 32,547	\$ 33,670	\$ 34,793	\$ 35,916	\$ 37,039	\$ 38,162	\$ 39,285	\$ 1,123
D	\$ 32,357	\$ 33,779	\$ 35,201	\$ 36,623	\$ 38,045	\$ 39,467	\$ 40,889	\$ 42,311	\$ 43,733	\$ 45,155	\$ 1,422
E	\$ 40,082	\$ 41,418	\$ 42,754	\$ 44,090	\$ 45,426	\$ 46,762	\$ 48,098	\$ 49,434	\$ 50,770	\$ 52,106	\$ 1,336
F	\$ 49,028	\$ 50,663	\$ 52,298	\$ 53,933	\$ 55,568	\$ 57,203	\$ 58,838	\$ 60,473	\$ 62,108	\$ 63,743	\$ 1,635
G	\$ 59,319	\$ 61,296	\$ 63,273	\$ 65,250	\$ 67,227	\$ 69,204	\$ 71,181	\$ 73,158	\$ 75,135	\$ 77,112	\$ 1,977
H	\$ 71,099	\$ 73,470	\$ 75,841	\$ 78,212	\$ 80,583	\$ 82,954	\$ 85,325	\$ 87,696	\$ 90,067	\$ 92,438	\$ 2,371
I	\$ 84,546	\$ 87,364	\$ 90,182	\$ 93,000	\$ 95,818	\$ 98,636	\$ 101,454	\$ 104,272	\$ 107,090	\$ 109,908	\$ 2,818
J	\$ 99,908	\$ 103,305	\$ 106,702	\$ 110,099	\$ 113,496	\$ 116,893	\$ 120,290	\$ 123,687	\$ 127,084	\$ 130,481	\$ 3,397
K	\$ 117,518	\$ 121,621	\$ 125,724	\$ 129,827	\$ 133,930	\$ 138,033	\$ 142,136	\$ 146,239	\$ 150,342	\$ 154,445	\$ 4,103
L	\$ 120,273	\$ 127,100	\$ 133,927	\$ 140,754	\$ 147,581	\$ 154,408	\$ 161,235	\$ 168,062	\$ 174,889	\$ 181,716	\$ 6,827

Conversion based on current base pay

Years in Band:	<1	1	2	3 - 4	5 - 6	7 - 8	9 - 11	12 - 14	15 - 17	>=18	Within Band Increase Amounts
TSA Band	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
B	\$ 28,606	\$ 29,262	\$ 29,918	\$ 30,574	\$ 31,230	\$ 31,886	\$ 32,542	\$ 33,198	\$ 33,854	\$ 34,510	\$ 656
C	\$ 29,178	\$ 30,301	\$ 31,424	\$ 32,547	\$ 33,670	\$ 34,793	\$ 35,916	\$ 37,039	\$ 38,162	\$ 39,285	\$ 1,123
D	\$ 32,357	\$ 33,779	\$ 35,201	\$ 36,623	\$ 38,045	\$ 39,467	\$ 40,889	\$ 42,311	\$ 43,733	\$ 45,155	\$ 1,422
E	\$ 40,082	\$ 41,418	\$ 42,754	\$ 44,090	\$ 45,426	\$ 46,762	\$ 48,098	\$ 49,434	\$ 50,770	\$ 52,106	\$ 1,336
F	\$ 49,028	\$ 50,663	\$ 52,298	\$ 53,933	\$ 55,568	\$ 57,203	\$ 58,838	\$ 60,473	\$ 62,108	\$ 63,743	\$ 1,635
G	\$ 59,319	\$ 61,296	\$ 63,273	\$ 65,250	\$ 67,227	\$ 69,204	\$ 71,181	\$ 73,158	\$ 75,135	\$ 77,112	\$ 1,977
H	\$ 71,099	\$ 73,470	\$ 75,841	\$ 78,212	\$ 80,583	\$ 82,954	\$ 85,325	\$ 87,696	\$ 90,067	\$ 92,438	\$ 2,371
I	\$ 84,546	\$ 87,364	\$ 90,182	\$ 93,000	\$ 95,818	\$ 98,636	\$ 101,454	\$ 104,272	\$ 107,090	\$ 109,908	\$ 2,818
J	\$ 99,908	\$ 103,305	\$ 106,702	\$ 110,099	\$ 113,496	\$ 116,893	\$ 120,290	\$ 123,687	\$ 127,084	\$ 130,481	\$ 3,397
K	\$ 117,518	\$ 121,621	\$ 125,724	\$ 129,827	\$ 133,930	\$ 138,033	\$ 142,136	\$ 146,239	\$ 150,342	\$ 154,445	\$ 4,103
L	\$ 120,273	\$ 127,100	\$ 133,927	\$ 140,754	\$ 147,581	\$ 154,408	\$ 161,235	\$ 168,062	\$ 174,889	\$ 181,716	\$ 6,827



# TSA's Pay Equity Plan

## Conversion Process for LTSOs and MTSO-STI

Amanda was promoted to LTSO in 2016 and has a current base pay of \$42,337. Using the current time-in-band approach, Amanda would receive eight (8) years time-in-band credit converting her to an F band Step 6. Then, she would be given an additional one step increase and set to F band Step 7.

### Conversion for LTSOs and MTSO-STI

1. In most cases, LTSOs and MTSO-STIs will be converted using the current time-in-band approach and then receive one additional step increase.
2. Amanda is first converted based on her current time-in-band and is set to F band Step 6.
3. She then receives a one step increase which applies to LTSOs and MTSO-STI and her base pay will be set to F band Step 7 with a base pay of \$58,838.

Years in Band:	<1	1	2	3 - 4	5 - 6	7 - 8	9 - 11	12 - 14	15 - 17	>=18	Within Band Increase Amounts
TSA Band	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
B	\$ 28,606	\$ 29,262	\$ 29,918	\$ 30,574	\$ 31,230	\$ 31,886	\$ 32,542	\$ 33,198	\$ 33,854	\$ 34,510	\$ 656
C	\$ 29,178	\$ 30,301	\$ 31,424	\$ 32,547	\$ 33,670	\$ 34,793	\$ 35,916	\$ 37,039	\$ 38,162	\$ 39,285	\$ 1,123
D	\$ 32,357	\$ 33,779	\$ 35,201	\$ 36,623	\$ 38,045	\$ 39,467	\$ 40,889	\$ 42,311	\$ 43,733	\$ 45,155	\$ 1,422
E	\$ 40,082	\$ 41,418	\$ 42,754	\$ 44,090	\$ 45,426	\$ 46,762	\$ 48,098	\$ 49,434	\$ 50,770	\$ 52,106	\$ 1,336
F	\$ 49,028	\$ 50,663	\$ 52,298	\$ 53,933	\$ 55,568	\$ 57,203	\$ 58,838	\$ 60,473	\$ 62,108	\$ 63,743	\$ 1,635
G	\$ 59,319	\$ 61,296	\$ 63,273	\$ 65,250	\$ 67,227	\$ 69,204	\$ 71,181	\$ 73,158	\$ 75,135	\$ 77,112	\$ 1,977
H	\$ 71,099	\$ 73,470	\$ 75,841	\$ 78,212	\$ 80,583	\$ 82,954	\$ 85,325	\$ 87,696	\$ 90,067	\$ 92,438	\$ 2,371
I	\$ 84,546	\$ 87,364	\$ 90,182	\$ 93,000	\$ 95,818	\$ 98,636	\$ 101,454	\$ 104,272	\$ 107,090	\$ 109,908	\$ 2,818
J	\$ 99,908	\$ 103,305	\$ 106,702	\$ 110,099	\$ 113,496	\$ 116,893	\$ 120,290	\$ 123,687	\$ 127,084	\$ 130,481	\$ 3,397
K	\$ 117,518	\$ 121,621	\$ 125,724	\$ 129,827	\$ 133,930	\$ 138,033	\$ 142,136	\$ 146,239	\$ 150,342	\$ 154,445	\$ 4,103
L	\$ 120,273	\$ 127,100	\$ 133,927	\$ 140,754	\$ 147,581	\$ 154,408	\$ 161,235	\$ 168,062	\$ 174,889	\$ 181,716	\$ 6,827



# Breaks in Service and Recent Promotions

- Breaks in TSA Service – employees who left TSA and came back, TSA will give credit for all TSA time in their current or higher pay band (e.g. employee was a G band from 2012-2016 (four (4) years), left TSA and was rehired as a G band in 2021 (one (1) year); the employee would receive five (5) years cumulative time-in-band).
- Recent Promotions – employees who were promoted to a higher pay band within the last three (3) years of the implementation date of TSA's Pay Equity Plan, TSA will use either the current time-in-band or cumulative time in previous pay band prior to the promotion when setting pay.





# TSA's Pay Equity Plan Break in Service

Bill served as a J band Program Analyst at TSA for five (5) years and then left TSA. Bill was rehired by TSA in 2022 as a J band Program Analyst. If he was converted based on his current time-in-band, Bill would be converted as J band Step 2 with an annual salary of \$106,702.

If we use the cumulative time-in-band approach, Bill would be given credit for his previous TSA time as well as his current time and would receive a total of 6 years time-in-band and set to J band Step 5 with a base pay of \$113,496

## Cumulative Time-in-Band Explanation

1. Bill had 5 years time-in-band credit as a J band prior to leaving TSA.
2. Bill was rehired as a J band and has been in that position now for over 1 year.
3. Using the cumulative time-in-band credit approach, an employee with a break in service will receive credit for his previous TSA time and any additional time at the same or higher pay band upon return.
4. Using this logic, Bill receives a total of 6 years time-in-band credit as a J band upon conversion.

Years in Band:	<1	1	2	3 - 4	5 - 6	7 - 8	9- 11	12 - 14	15 - 17	>=18	Within Band Increase Amounts
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B	\$ 28,606	\$ 29,262	\$ 29,918	\$ 30,574	\$ 31,230	\$ 31,886	\$ 32,542	\$ 33,198	\$ 33,854	\$ 34,510	\$ 656
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L	\$ 120,273	\$ 127,100	\$ 133,927	\$ 140,754	\$ 147,581	\$ 154,408	\$ 161,235	\$ 168,062	\$ 174,889	\$ 181,716	\$ 6,827



# TSA's Pay Equity Plan Recent Promotion

Sally served as an I band Financial Analyst for 13 years and was promoted to J band Financial Analyst in 2022.

If Sally was converted based on her current time-in-band, she would have one (1) year time-in-band as a J band and would be set to a J band Step 2 with a base pay of \$103,305. However, because she was promoted within the last 3 years, TSA will look at the cumulative time-in-band approach and set her new base pay to whichever is higher.

Cumulative Time-in-Band Explanation

- 1. Employees who were promoted to a higher pay band within the last 3 years of the implementation date, TSA will use the current time-in-band or cumulative time-in-band prior to the promotion, whichever is higher.
- 2. If Sally had never promoted, she would have had 14 years time-in-band credit as an I band and would have been set to I band Step 8 with a base pay of \$104,272.
- 3. Using cumulative time-in-band, she would then be moved to the J band step that is equal to or higher than this base pay.
- 4. This would convert Sally to a J band Step 3 with a new base pay of \$106,702.

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I	\$ 84,546	\$ 87,364	\$ 90,182	\$ 93,000	\$ 95,818	\$ 98,636	\$ 101,454	\$ 104,272	\$ 107,090	\$ 109,908	\$ 2,818
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K	\$ 117,518	\$ 121,621	\$ 125,724	\$ 129,827	\$ 133,930	\$ 138,033	\$ 142,136	\$ 146,239	\$ 150,342	\$ 154,445	\$ 4,103
L	\$ 120,273	\$ 127,100	\$ 133,927	\$ 140,754	\$ 147,581	\$ 154,408	\$ 161,235	\$ 168,062	\$ 174,889	\$ 181,716	\$ 6,827

- Involuntary Workforce Reduction (IWR) & Procedures for Workforce Adjustments (PWA): In accordance with TSA Human Capital Management Policy (HCM) 351-2 and HCM 351-4, these involuntary downgrades are defined as the elimination of positions resulting in the potential need for one or more involuntary separations (regardless of whether the employee is ultimately offered an alternative to involuntary separation, such as a vacant position at a lower pay band or one that is other than full time).
- Applying the cumulative time-in-band credit as the result of an IWR or PWA action will be handled as follows:
  - If an employee was downgraded to a lower pay band as a result of the IWR or PWA action and is still in that pay band at the time of conversion, they will receive cumulative time-in-band credit in their current band as if the IWR or PWA action never occurred.
  - If the employee downgraded to a lower pay band and has since promoted to a higher pay band than they were at the time of the IWR or PWA, the employee will be converted based on time-in-band in the current and lower bands, and then moved to the appropriate step of the current band as if the IWR or PWA action never occurred.
- Voluntary Demotion (Non-IWR/Non-PWA) – A voluntary demotion refers to employees who voluntarily downgraded for reasons unrelated to performance and/or conduct. TSA will credit all time in the current or higher band.

***\*Pay conversion for employees who were involuntarily demoted based on performance/conduct will use the current time-in-band approach. The cumulative time-in-band approach will not apply.***



# TSA's Pay Equity Plan IWR or PWA

Holly was hired as an H band Program Analyst and held that position for three (3) years when her position was eliminated due to an PWA action. She accepted a position as a G band Program Analyst and held that position for two (2) years before being promoted back to an H band Program Analyst where she has been for the past three (3) years and has a current base pay of \$64,300.

Cumulative Time-in-Band Explanation for Involuntary Demotion

- 1. If an employee is downgraded for an IWR or PWA action and has since promoted to a higher pay band than they were at the time of the action, the employee will be converted based on time-in-band in the current and lower bands, and then moved to the appropriate step.
- 2. In this case, Holly had 3 years time-in-band as an H band when she was demoted to G band as a result of the PWA action.
- 3. Holly was in the G band position for 2 years when she was promoted back to H band and has been in that position for 3 years.
- 4. Using the cumulative time-in-band approach, Holly is given credit as if the PWA action never occurred and will be given a total of 8 years time-in-band credit.
- 5. She will be set to H band Step 6 with a new base pay of \$82,954.

Action	Pay Band	Years
Entry on Duty (EOD)	H	3
IWR Action	G	2
Promotion	H	3

Years in Band:	<1	1	2	3 - 4	5 - 6	7 - 8	9- 11	12 - 14	15 - 17	>=18	Within Band Increase Amounts
TSA Band	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
B	\$ 28,606	\$ 29,262	\$ 29,918	\$ 30,574	\$ 31,230	\$ 31,886	\$ 32,542	\$ 33,198	\$ 33,854	\$ 34,510	\$ 656
C	\$ 29,178	\$ 30,301	\$ 31,424	\$ 32,547	\$ 33,670	\$ 34,793	\$ 35,916	\$ 37,039	\$ 38,162	\$ 39,285	\$ 1,123
D	\$ 32,357	\$ 33,779	\$ 35,201	\$ 36,623	\$ 38,045	\$ 39,467	\$ 40,889	\$ 42,311	\$ 43,733	\$ 45,155	\$ 1,422
E	\$ 40,082	\$ 41,418	\$ 42,754	\$ 44,090	\$ 45,426	\$ 46,762	\$ 48,098	\$ 49,434	\$ 50,770	\$ 52,106	\$ 1,336
F	\$ 49,028	\$ 50,663	\$ 52,298	\$ 53,933	\$ 55,568	\$ 57,203	\$ 58,838	\$ 60,473	\$ 62,108	\$ 63,743	\$ 1,635
G	\$ 59,319	\$ 61,296	\$ 63,273	\$ 65,250	\$ 67,227	\$ 69,204	\$ 71,181	\$ 73,158	\$ 75,135	\$ 77,112	\$ 1,977
H	\$ 71,095	\$ 73,470	\$ 75,841	\$ 78,212	\$ 80,583	\$ 82,954	\$ 85,325	\$ 87,696	\$ 90,067	\$ 92,438	\$ 2,371
I	\$ 84,546	\$ 87,364	\$ 90,182	\$ 93,000	\$ 95,818	\$ 98,636	\$101,454	\$104,272	\$107,090	\$109,908	\$ 2,818
J	\$ 99,908	\$103,305	\$106,702	\$110,099	\$113,496	\$116,893	\$120,290	\$123,687	\$127,084	\$130,481	\$ 3,397
K	\$117,518	\$121,621	\$125,724	\$129,827	\$133,930	\$138,033	\$142,136	\$146,239	\$150,342	\$154,445	\$ 4,103
L	\$120,273	\$127,100	\$133,927	\$140,754	\$147,581	\$154,408	\$161,235	\$168,062	\$174,889	\$181,716	\$ 6,827



# TSA's Pay Equity Plan Voluntary Demotion

Frank was hired as an H band TSM and held that position for 13 years. For personal reasons, Frank took a voluntary downgrade to F band Administrative Assistant and has held that position for six (6) years.

If Frank was converted based on his current time-in-band, he would be converted as an F band Step 5 with a base pay of \$55,568

Cumulative Time-in-Band Explanation for Voluntary Demotion

- 1. If an employee accepted a voluntary demotion for reasons unrelated to performance and/or conduct, TSA will credit time in the current or higher band.
- 2. In this case, Frank had 13 years time-in-band as an H band when voluntarily demoted to F band and has been in that position for the past 6 years.
- 3. Using the cumulative time-in-band approach, Frank is given credit for the higher and lower time-in-band and would receive a total of 19 years cumulative time-in-band as an F band.
- 4. He will be set to F band Step 10 with a new base pay of \$63,743.

Action	Pay Band	Years
Entry on Duty (EOD)	H	13
Voluntary Demotion	F	6

Years in Band:	<1	1	2	3 - 4	5 - 6	7 - 8	9- 11	12 - 14	15 - 17	>=18	Within Band Increase Amounts
TSA Band	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
B	\$ 28,606	\$ 29,262	\$ 29,918	\$ 30,574	\$ 31,230	\$ 31,886	\$ 32,542	\$ 33,198	\$ 33,854	\$ 34,510	\$ 656
C	\$ 29,178	\$ 30,301	\$ 31,424	\$ 32,547	\$ 33,670	\$ 34,793	\$ 35,916	\$ 37,039	\$ 38,162	\$ 39,285	\$ 1,123
D	\$ 32,357	\$ 33,779	\$ 35,201	\$ 36,623	\$ 38,045	\$ 39,467	\$ 40,889	\$ 42,311	\$ 43,733	\$ 45,155	\$ 1,422
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F	\$ 49,028	\$ 50,663	\$ 52,298	\$ 53,933	\$ 55,568	\$ 57,203	\$ 58,838	\$ 60,473	\$ 62,108	\$ 63,743	\$ 1,635
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H	\$ 71,099	\$ 73,470	\$ 75,841	\$ 78,212	\$ 80,583	\$ 82,954	\$ 85,325	\$ 87,696	\$ 90,067	\$ 92,438	\$ 2,371
I	\$ 84,546	\$ 87,364	\$ 90,182	\$ 93,000	\$ 95,818	\$ 98,636	\$ 101,454	\$ 104,272	\$ 107,090	\$ 109,908	\$ 2,818
J	\$ 99,908	\$ 103,305	\$ 106,702	\$ 110,099	\$ 113,496	\$ 116,893	\$ 120,290	\$ 123,687	\$ 127,084	\$ 130,481	\$ 3,397
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L	\$ 120,273	\$ 127,100	\$ 133,927	\$ 140,754	\$ 147,581	\$ 154,408	\$ 161,235	\$ 168,062	\$ 174,889	\$ 181,716	\$ 6,827





TSA has always followed Title 5 for Retirement and Benefits purposes.

The High-3 Average Salary calculation for retirement purposes remains the same as any other pay increase.

It includes increases to salary for which retirement deductions are withheld;

- The salary rate is weighted by the length of time it was in effect;
- It is the highest average of annual Basic Pay computed over any consecutive three year period. These three years are usually the last three years of service, but can be an earlier period, if basic pay was higher during that period
- Basic Pay Includes:
  - Locality Pay
  - LEAP (Law Enforcement Availability Pay – LEOs only)

Please be advised that TSA Human Capital cannot calculate retirement estimates with tentative/proposed salaries at this time, but will work swiftly upon Pay Equity implementation to assist employees who request retirement estimates in accordance with our business rules. Specifically, employees may request only one retirement estimate per year and an employee must be within 2 years of retirement eligibility.



## For Questions

### Email

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